



DATE: Friday, May 24, 2019
SUBJECT: Selection of Interim and Successor Superintendent
TO: Members of the MMSD Board of Education
FROM: Andy Waity, President

I am writing you to share the viewpoints of MTI membership around the selection of both the interim superintendent and the successor to Superintendent Cheatham. This is an issue that is extremely important to our membership. The staff of our District rely on strong leadership at all levels of District Administration. This leadership provides a framework, support and stability for the employees who work directly with the students and families our District serves.

Our membership is committed to our students and our profession and deserve a process that brings the best and brightest administrator to MMSD. To this end we have been documenting the feedback that we receive from members. We also dedicated the majority of our last Faculty Representative Council meeting to discussing what staff feel is important in the selection process for a new superintendent as well as characteristics that are needed in that individual. Our Faculty Representative Council is the policy-making body of MTI and consists of elected Reps from every school in MMSD.

MTI members are looking to the Board of Education to represent the community in the selection process of both interim and successor superintendent by:

- Engaging in an inclusive and transparent process
- Getting the maximum amount of feedback possible from stakeholders
- Looking nationwide for the best candidates

We fully recognize that there are some different criteria that are being sought between the interim and successor superintendent. However, in both cases we call for the Board to lead the process with guidance from the community (including staff). The most important voices in this process are those of the people who are staying in MMSD. These are the people who will be carrying the work of our public school system forward from where we currently are.

The resignation of the Superintendent earlier this month has provided the MMSD community with an opportunity to reflect honestly about where we are as a District and where we want to be in the future. MTI Faculty Representatives engaged in reflection and identified some key characteristics that staff believe the leadership of our District need to have:

- Needs to advance the work around racial equity and maintain high expectations for everyone who works and learns in our schools
- Needs to make staff feel respected and supported
- Needs to be present in the schools on a regular basis
- Needs to be committed to shared leadership and meaningful collaboration with staff
- Needs to be transparent in decision making
- Needs to propose fewer initiatives and top-down mandates
- Needs to have a strategic plan to build trust in our community overall, with a specific focus on trust between educators and administration

I am happy to continue this discussion with you at any point. I will be sure to share any additional information or ideas that our membership brings forward.

In Solidarity,

Andrew Waity

MTI President